

Going Forward



Do not use the tools to analyze others

- ▶ The point is not to explain to people how they are in a Diversion and should sort their pinch
- ▶ Especially if you are in a position of authority/power
 - people's experience is usually that you are “weaponizing” the tools to be right or deflect looking at your part
- ▶ How would you feel on the receiving end?
 - It's only supportive in very specific situations



Instead lead by practicing

- ▶ Lead by sharing vulnerably but with excitement your progress and challenges in working on your UTM, Diversions, Learning Frontier
- ▶ This will create a safe context for others to do the same
- ▶ This is true at home as well!

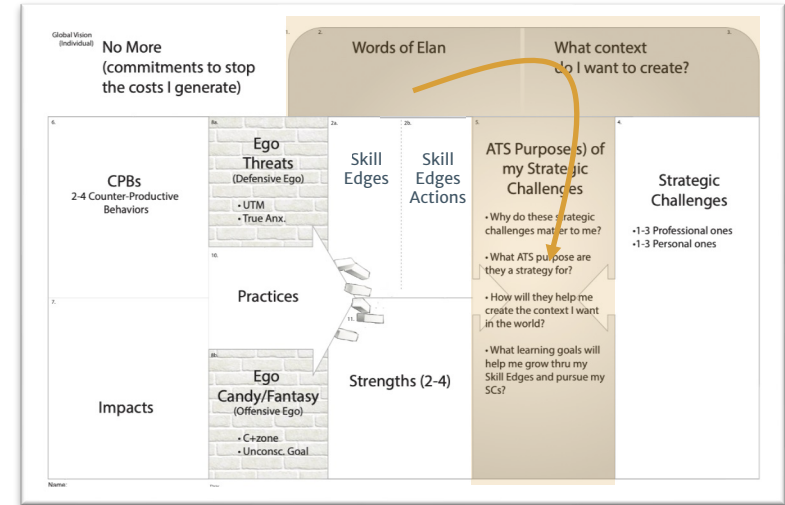


You have it all in one place...

Check your chart periodically



1. Remind yourself of what you want to create, of your Elan/Purpose (6, 7, 9)

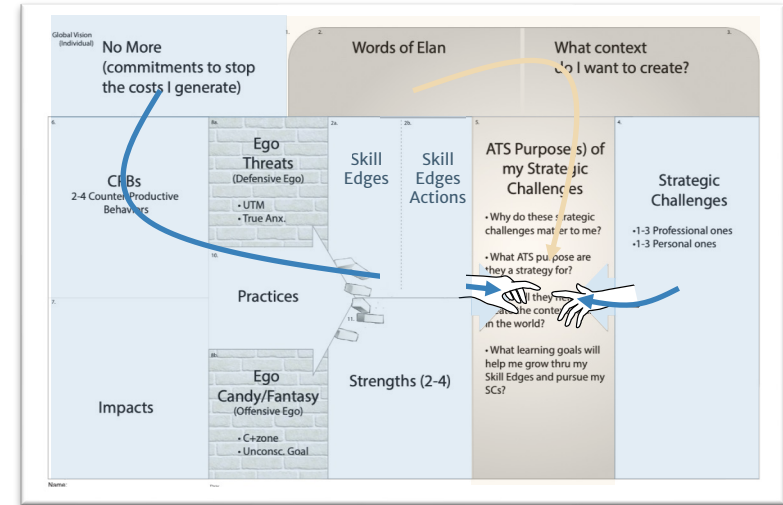


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1. Remind yourself of what you want to create, or your Elan/Purpose (6, 7, 9)
2. Remind yourself of how being on a learning path (1 to 5, 11) will help –or is necessary– to accomplish your priorities and Strategic Challenges (8)



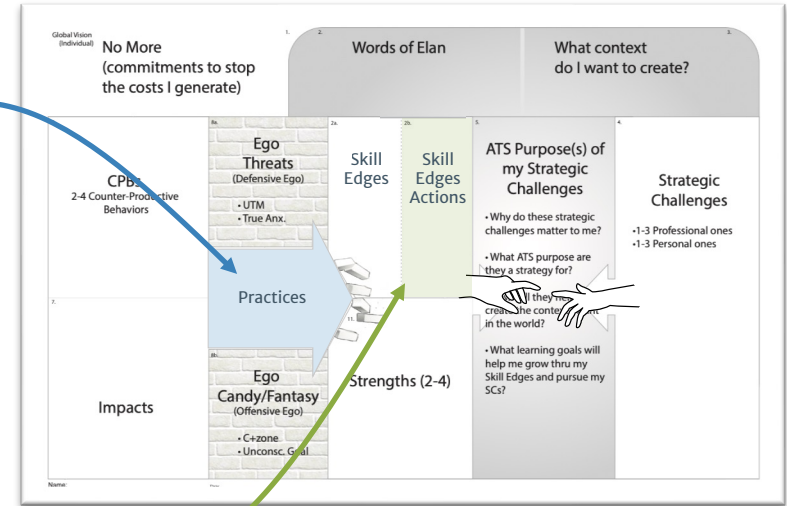
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3. Check on (and evolve) your Practices (11)

4. Check that you are making progress on your Skill Edge actions (2b) and reflect on potential next ones





Our 4 Collective Practices

1. Pinch sorting

▶ Creating a safe space

2. TIRP

- Recenter yourself instead of being managed by your fears
- If you share it, allow others to do the same

▶ Engage more effectively

3. ABC Check

- Bridge the gaps in my understanding
- Use a practice that invites collaboration and learning (vs. judging and disconnection)

Instead of avoiding the discomfort

*Reconnect with my
ATS Purpose and lean
on the structure*



4. UTM liberating practice

- a. *Strategic Focus Review (identify important challenging C-)*
- b. *Plan Power Hours in my calendar for some of my important C-*

Instead of avoiding the discomfort

*Seek out and embrace the
sensation of incompetence/struggle.*

It's exciting, it's your learning edge!



Be vulnerable with your coach

- ▶ Working on what is uncomfortable will create the most change.
- ▶ Are there any topics you have shied away from bringing up in coaching?
- ▶ Keep track of places where you are struggling, feeling At the Mercy, of pinches to bring to your coach – it's a safe space to unpack them!